BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA

In the Matter of the Statement of Issues Against:

HAYDEE MADRIGAL 1475 S Mills Ave Lodi, CA 95242

Registered Nurse License No. 601549

Respondent

Case No. 2010-7

OAH No. 2010010999

DECISION AND ORDER

The attached Stipulated Settlement and Disciplinary Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as its Decision in the above entitled matter.

This Decision shall become effective on July 7, 2010.

IT IS SO ORDERED June 7, 2010.

President

Board of Registered Nursing

Department of Consumer Affairs

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State of California

1.	EDMUND G. BROWN JR.		
2.	Attorney General of California LINDA K. SCHNEIDER		
3	Supervising Deputy Attorney General RITA M. LANE		
4	Deputy Attorney General State Bar No. 171352		
5	110 West "A" Street, Suite 1100 San Diego, CA 92101		
6	P.O. Box 85266 San Diego, CA 92186-5266		
7	Telephone: (619) 645-2614 Facsimile: (619) 645-2061		
8	Attorneys for Complainant		
		RE THE	
9	DEPARTMENT OF C	STERED NURSING CONSUMER AFFAIRS	
10	STATE OF C	CALIFORNIA	
11	In the Matter of the Accusation Against:	Case No. 2010-7	
12	HAYDEE MADRIGAL, RN	OAH No. 2010010999	
13	502 J Street Latrhop, CA 95330	STIPULATED SETTLEMENT AND	
14	Registered Nurse License No. 601549	DISCIPLINARY ORDER	
15	Respondent.		
16	Respondent.		
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18	IT IS HEREBY STIPULATED AND AGREED by and between the parties to the above-		
19	entitled proceedings that the following matters a	re true:	
2.0	PARTIES		
21	1. Louise R. Bailey, M.Ed., RN (Complainant) is the Interim Executive Officer of the		
22	Board of Registered Nursing. She brought this action solely in her official capacity and is		
23	represented in this matter by Edmund G. Brown Jr., Attorney General of the State of California,		
24	by Rita M. Lane, Deputy Attorney General.		
25	2. Respondent Haydee Madrigal, RN is represented in this proceeding by attorney		
26	Edgardo Gonzalez, whose address is 1300 Clay Street, Suite 600, Oakland, CA 94612.		
27	3. On or about July 8, 2002, the Board of Registered Nursing issued Registered Nurse		
28	License No. 601549 to Haydee Madrigal, RN (F	Respondent). The Registered Nurse License was	
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in full force and effect at all times relevant to the charges brought in Accusation No. 2010-7 and will expire on May 31, 2010, unless renewed.

JURISDICTION

4. Accusation No. 2010-7 was filed before the Board of Registered Nursing (Board),
Department of Consumer Affairs, and is currently pending against Respondent. The Accusation
and all other statutorily required documents were properly served on Respondent on July 14,
2009. Respondent failed to file a Notice of Defense and on December 3, 2009, a Default
Decision was entered revoking Respondent's license. Respondent timely filed a motion to vacate
the Default Decision and Order. On December 16, 2009, the Board set aside the Default
Decision. On December 10, 2009, Respondent filed her Notice of Defense contesting the
Accusation. A copy of Accusation No. 2010-7 is attached as Exhibit A and incorporated herein
by reference.

ADVISEMENT AND WAIVERS

- 5. Respondent has carefully read, fully discussed with counsel, and understands the charges and allegations in Accusation No. 2010-7. Respondent has also carefully read, fully discussed with counsel, and understands the effects of this Stipulated Settlement and Disciplinary Order.
- 6. Respondent is fully aware of her legal rights in this matter, including the right to a hearing on the charges and allegations in the Accusation; the right to confront and cross-examine the witnesses against her; the right to present evidence and to testify on her own behalf; the right to the issuance of subpoenas to compel the attendance of witnesses and the production of documents; the right to reconsideration and court review of an adverse decision; and all other rights accorded by the California Administrative Procedure Act and other applicable laws.
- 7. Respondent voluntarily, knowingly, and intelligently waives and gives up each and every right set forth above.

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CULPABILITY

- 8. Respondent admits the truth of each and every charge and allegation in Accusation No. 2010-7.
- 9. Respondent agrees that her Registered Nurse License is subject to discipline and she agrees to be bound by the Board's imposition of discipline as set forth in the Disciplinary Order below.

CONTINGENCY

- 10. This stipulation shall be subject to approval by the Board of Registered Nursing. Respondent understands and agrees that counsel for Complainant and the staff of the Board of Registered Nursing may communicate directly with the Board regarding this stipulation and settlement, without notice to or participation by Respondent or her counsel. By signing the stipulation, Respondent understands and agrees that she may not withdraw her agreement or seek to rescind the stipulation prior to the time the Board considers and acts upon it. If the Board fails to adopt this stipulation as its Decision and Order, the Stipulated Settlement and Disciplinary Order shall be of no force or effect, except for this paragraph, it shall be inadmissible in any legal action between the parties, and the Board shall not be disqualified from further action by having considered this matter.
- 11. The parties understand and agree that facsimile copies of this Stipulated Settlement and Disciplinary Order, including facsimile signatures thereto, shall have the same force and effect as the originals.
- 12. This Stipulated Settlement and Disciplinary Order is intended by the parties to be an integrated writing representing the complete, final, and exclusive embodiment of their agreement. It supersedes any and all prior or contemporaneous agreements, understandings, discussions, negotiations, and commitments (written or oral). This Stipulated Settlement and Disciplinary Order may not be altered, amended, modified, supplemented, or otherwise changed except by a writing executed by an authorized representative of each of the parties.

13. In consideration of the foregoing admissions and stipulations, the parties agree that the Board may, without further notice or formal proceeding, issue and enter the following Disciplinary Order:

DISCIPLINARY ORDER

IT IS HEREBY ORDERED that Registered Nurse License No. 601549 issued to Respondent Haydee Madrigal, RN is revoked. However, the revocation is stayed and Respondent is placed on probation for three (3) years on the following terms and conditions.

Severability Clause. Each condition of probation contained herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

1. Obey All Laws. Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.

Criminal Court Orders: If Respondent is under criminal court orders, including probation or parole, and the order is violated, this shall be deemed a violation of these probation conditions, and may result in the filing of an accusation and/or petition to revoke probation.

2. Comply with the Board's Probation Program. Respondent shall fully comply with the conditions of the Probation Program established by the Board and cooperate with representatives of the Board in its monitoring and investigation of the Respondent's compliance with the Board's Probation Program. Respondent shall inform the Board in writing within no more than 15 days of any address change and shall at all times maintain an active, current license status with the Board, including during any period of suspension.

Upon successful completion of probation, Respondent's license shall be fully restored.

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- 3. Report in Person. Respondent, during the period of probation, shall appear in person at interviews/meetings as directed by the Board or its designated representatives.
- 4. Residency, Practice, or Licensure Outside of State. Periods of residency or practice as a registered nurse outside of California shall not apply toward a reduction of this probation time period. Respondent's probation is tolled, if and when she resides outside of California. Respondent must provide written notice to the Board within 15 days of any change of residency or practice outside the state, and within 30 days prior to re-establishing residency or returning to practice in this state.

Respondent shall provide a list of all states and territories where she has ever been licensed as a registered nurse, vocational nurse, or practical nurse. Respondent shall further provide information regarding the status of each license and any changes in such license status during the term of probation. Respondent shall inform the Board if she applies for or obtains a new nursing license during the term of probation.

5. Submit Written Reports. Respondent, during the period of probation, shall submit or cause to be submitted such written reports/declarations and verification of actions under penalty of perjury, as required by the Board. These reports/declarations shall contain statements relative to Respondent's compliance with all the conditions of the Board's Probation Program. Respondent shall immediately execute all release of information forms as may be required by the Board or its representatives.

Respondent shall provide a copy of this Decision to the nursing regulatory agency in every state and territory in which she has a registered nurse license.

6. Function as a Registered Nurse. Respondent, during the period of probation, shall engage in the practice of registered nursing in California for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

For purposes of compliance with the section, "engage in the practice of registered nursing" may include, when approved by the Board, volunteer work as a registered nurse, or work in any non-direct patient care position that requires licensure as a registered nurse.

The Board may require that advanced practice nurses engage in advanced practice nursing for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of her good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation shall apply.

7. Employment Approval and Reporting Requirements. Respondent shall obtain prior approval from the Board before commencing or continuing any employment, paid or voluntary, as a registered nurse. Respondent shall cause to be submitted to the Board all performance evaluations and other employment related reports as a registered nurse upon request of the Board.

Respondent shall provide a copy of this Decision to her employer and immediate supervisors prior to commencement of any nursing or other health care related employment.

In addition to the above, Respondent shall notify the Board in writing within seventy-two (72) hours after she obtains any nursing or other health care related employment. Respondent shall notify the Board in writing within seventy-two (72) hours after she is terminated or separated, regardless of cause, from any nursing, or other health care related employment with a full explanation of the circumstances surrounding the termination or separation.

8. Supervision. Respondent shall obtain prior approval from the Board regarding Respondent's level of supervision and/or collaboration before commencing or continuing any employment as a registered nurse, or education and training that includes patient care.

Respondent shall practice only under the direct supervision of a registered nurse in good standing (no current discipline) with the Board of Registered Nursing, unless alternative methods of supervision and/or collaboration (e.g., with an advanced practice nurse or physician) are approved.

Respondent's level of supervision and/or collaboration may include, but is not limited to the following:

- (a) Maximum The individual providing supervision and/or collaboration is present in the patient care area or in any other work setting at all times.
- (b) Moderate The individual providing supervision and/or collaboration is in the patient care unit or in any other work setting at least half the hours Respondent works.
- (c) Minimum The individual providing supervision and/or collaboration has person-to-person communication with Respondent at least twice during each shift worked.
- (d) Home Health Care If Respondent is approved to work in the home health care setting, the individual providing supervision and/or collaboration shall have person-to-person communication with Respondent as required by the Board each work day. Respondent shall maintain telephone or other telecommunication contact with the individual providing supervision and/or collaboration as required by the Board during each work day. The individual providing supervision and/or collaboration shall conduct, as required by the Board, periodic, on-site visits to patients' homes visited by Respondent with or without Respondent present.
- 9. Employment Limitations. Respondent shall not work for a nurse's registry, in any private duty position as a registered nurse, a temporary nurse placement agency, a traveling nurse, or for an in-house nursing pool.

Respondent shall not work for a licensed home health agency as a visiting nurse unless the registered nursing supervision and other protections for home visits have been approved by the Board. Respondent shall not work in any other registered nursing occupation where home visits are required.

Respondent shall not work in any health care setting as a supervisor of registered nurses.

The Board may additionally restrict Respondent from supervising licensed vocational nurses and/or unlicensed assistive personnel on a case-by-case basis.

Respondent shall not work as a faculty member in an approved school of nursing or as an instructor in a Board approved continuing education program.

Respondent shall work only on a regularly assigned, identified and predetermined worksite(s) and shall not work in a float capacity.

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If Respondent is working or intends to work in excess of 40 hours per week, the Board may request documentation to determine whether there should be restrictions on the hours of work.

10. Complete a Nursing Course(s). Respondent, at her own expense, shall enroll and successfully complete a course(s) relevant to the practice of registered nursing no later than six months prior to the end of her probationary term.

Respondent shall obtain prior approval from the Board before enrolling in the course(s). Respondent shall submit to the Board the original transcripts or certificates of completion for the above required course(s). The Board shall return the original documents to Respondent after photocopying them for its records.

11. Cost Recovery. Respondent shall pay to the Board costs associated with its investigation and enforcement pursuant to Business and Professions Code section 125.3 in the amount of \$4,378.80. Respondent shall be permitted to pay these costs in a payment plan approved by the Board, with payments to be completed no later than three months prior to the end of the probation term.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of her good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation will apply.

12. Violation of Probation. If Respondent violates the conditions of her probation, the Board after giving Respondent notice and an opportunity to be heard, may set aside the stay order and impose the stayed discipline (revocation/suspension) of Respondent's license.

If during the period of probation, an accusation or petition to revoke probation has been filed against Respondent's license or the Attorney General's Office has been requested to prepare an accusation or petition to revoke probation against Respondent's license, the probationary period shall automatically be extended and shall not expire until the accusation or petition has been acted upon by the Board.

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PAGE 1.2

STIPULATED BETTLEMENT (2010-7

13. License Surrender. During Respondent's term of probation, if she ceases practicing 1 2 due to retirement, health reasons or is otherwise unable to satisfy the conditions of probation, Respondent may surrender her license to the Board. The Board reserves the right to evaluate 3 Respondent's request and to exercise its discretion whether to grant the request, or to take any other action deemed appropriate and reasonable under the circumstances, without further hearing, 5 Upon formal acceptance of the tendered license and wall certificate, Respondent will no longer be Ó 7 subject to the conditions of probation. Surrender of Respondent's license shall be considered a disciplinary action and shall 8 become a part of Respondent's license history with the Board. A registered nurse whose license 9 has been surrendered may petition the Board for reinstatement no sooner than the following 10 minimum periods from the effective date of the disciplinary decision: 11 Two years for reinstatement of a license that was surrendered for any reason other 12 (1)13 than a mental or physical illness; or 14 (2)One year for a license surrendered for a mental or physical illness, 15 ACCEPTANCE I have carefully read the above Stipulated Settlement and Disciplinary Order and have fully 16 discussed it with my attorney, Edgardo Gonzalez. I understand the supulation and the affect it 17 will have on my Registered Nurse License. I enter into this Stimulated Settlement and 18 Disciplinary Order voluntarily, knowingly, and intelligently, and agree to be bound by the 19 Decision and Order of the Board of Registered Nursing. 20 2) DATED: 8/25/10 22 HAYDEE MADRIGAL, RN 23 Respondent 24 2,5 26 111 27 1// 28 111 g

STIPULATED SETTLEMENT (2010-7)

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1	I have read and fully discussed with Respondent Haydee Madrigal, RN the terms and		
2	conditions and other matters contained in the above Stipulated Settlement and Disciplinary Order.		
3	I approve its form and content.		
4	DATED: 2/25/60 EDGARDO GONZAZEZ		
5 : 1	Attorney for Respondent		
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7			
8	ENDORSEMENT		
9	The foregoing Stipulated Settlement and Disciplinary Order is hereby respectfully		
10	submitted for consideration by the Board of Registered Nursing of the Department of Consumer		
11	Affairs.		
12 !	Dated: 2-35-10 Respectfully Submitted,		
13	EDMUND G. BROWN JR. Attorney General of California		
14	Attorney General of California LINDA K. SCHNBIDER Supervising Deputy Attorney General		
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17	RITA M. LANE Deputy Attorney General		
18	Attorneys for Complainant		
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Exhibit A

Accusation No. 2010-7

1 2 3 4 5 , 6	BOARD OF REGIS DEPARTMENT OF C	RE THE STERED NURSING SONSUMER AFFAIRS	
10	STATE OF C	CALIFORNIA	
11	In the Matter of the Accusation Against:	Case No. 2010 -7	
12	HAYDEE MADRIGAL	ACCUSATION	
13	502 J Street Latrhop, CA 95330		
14	Registered Nurse License No. 601549		
15	Respondent.		
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17	Commission allogor		
18	Complainant alleges:	TIES	
19		•	
20	1. Ruth Ann Terry, M.P.H., R.N. (Complainant) brings this Accusation solely in her		
21	official capacity as the Executive Officer of the Board of Registered Nursing, Department of		
22	Consumer Affairs. 2. On or about July 8, 2002, the Board of Registered Nursing issued Registered Nurse		
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24	License Number 601549 to Haydee Madrigal (Respondent). The Registered Nurse License was		
25	in full force and effect at all times relevant to the charges brought herein and will expire on May		
26	31, 2010, unless renewed.		
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JURISDICTION

- 3. This Accusation is brought before the Board of Registered Nursing (Board), Department of Consumer Affairs, under the authority of the following laws. All section references are to the Business and Professions Code unless otherwise indicated.
- 4. Section 2750 of the Code provides, in pertinent part, that the Board may discipline any licensee, including a licensee holding a temporary or an inactive license, for any reason provided in Article 3 (commencing with section 2750) of the Nursing Practice Act.
- 5. Section 2764 of the Code provides, in pertinent part, that the expiration of a license shall not deprive the Board of jurisdiction to proceed with a disciplinary proceeding against the licensee or to render a decision imposing discipline on the license.

STATUTORY PROVISIONS

Section 2761 of the Code states:

The board may take disciplinary action against a certified or licensed nurse or deny an application for a certificate or license for any of the following:

- (a) Unprofessional conduct, which includes, but is not limited to, the following:
 - (1) Incompetence, or gross negligence in carrying out usual certified or licensed nursing functions.

REGULATORY PROVISIONS

7. California Code of Regulations, title 16, section 1443, states:

As used in Section 2761 of the code, "incompetence" means the lack of possession of or the failure to exercise that degree of learning, skill, care and experience ordinarily possessed and exercised by a competent registered nurse as described in Section 1443.5.

8. California Code of Regulations, title 16, section 1443.5 states:

A registered nurse shall be considered to be competent when he/she consistently demonstrates the ability to transfer scientific knowledge from social, biological and physical sciences in applying the nursing process, as follows:

(1) Formulates a nursing diagnosis through observation of the client's physical condition and behavior, and through interpretation of information obtained from the client and others, including the health team.

Accusation

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- 12. On June 8, 2003, in the Physician Progress Notes, patient D.D. was diagnosed with Deep Vein Thrombosis.
- On June 9, 2003, ankle blisters and lower extremity bullae (blisters) were noted in the Physician Progress Notes for patient D.D. Later that day, patient D.D. underwent surgery for incision and drainage of an abscess of the medial left leg, exploratory fasciotomies medial and lateral left leg and aspiration of the ankle joint.
- 14. On June 9, 2003, from 7:00 p.m. to June 10, 2003 at 7:00 a.m., Respondent took care of patient D.D. while she was in the ICU.
- 15. On June 11, 2003, the first documentation of a Stage 1 skin tear on patient D.D.'s coccyx was noted on the skin diagram on the Nursing ICU flow sheet. Patient D.D. was assessed as a low risk under the Braden Skin Risk Assessment scale for predicting pressure ulcer risk. An Allevyn dressing was applied at that time.
- 16. On June 12, 2003, a skin tear on the right buttock was listed as a Stage 2 pressure ulcer on the Nursing ICU flow sheet. That day, patient D.D. was assessed as a high risk using the Braden Skin Risk Assessment scale.

FIRST CAUSE FOR DISCIPLINE

(Incompetence)

- 17. Respondent is subject to disciplinary action under section Code section 2761, subdivision (a)(1), on the grounds of unprofessional conduct, in that on her shift from 7:00 p.m. on June 9, 2003 to 7:00 a.m. on June 10, 2003, Respondent was incompetent in her care of patient D.D. within the meaning of Regulation 1443, as follows:
- D.D. Respondent did not initiate a request for a specialty bed to relieve pressure for patient D.D. Respondent failed to carry out her professional nursing obligations to identify when to use a special bed with pressure relief to prevent or prevent further development of skin breakdown on patient D.D., showing a lack of knowledge. Respondent did not indicate that she knew the difference between a "bariatric bed" and a "specialty bariatric bed." On June 9, 2003, patient D.D. was on a bariatric bed, used for obese patients, but not providing pressure relief.

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19. Respondent failed to acknowledge patient D.D.'s low serum albumin score and did not institute a plan for care or document the patient's high risk for skin breakdown, even when patient D.D. had surgery for lower extremity skin integrity issues. Respondent was incompetent because she lacked the knowledge or the ability to carry out professional nursing obligations during her shift. Respondent did not assess or use critical thinking skills. Respondent did not formulate plans and interventions for a low serum albumin level, which placed patient D.D. at an increased risk for further skin breakdown.

SECOND CAUSE FOR DISCIPLINE

(Unprofessional Conduct)

- 20. Respondent is subject to disciplinary action under Code section 2761, subdivision (a), on the grounds of unprofessional conduct, in that on her shift from 7:00 p.m. on June 9, 2003 to 7:00 a.m. on June 10, 2003, Respondent committed acts constituting negligence in her care of patient D.D. as follows:
- 21. Respondent failed to provide basic skills that provide for the safety, comfort, hygiene and protection of patient D.D. During her shift, Respondent failed to document under "Treatment/Procedures" on the ICU flow sheet, that a bath was given, or that pericare, Foley-care or skin care was given to patient D.D. Additionally, in the "Activity" section under "Treatment/Procedures," Respondent left that area blank. Respondent did not enter that patient D.D. was turned or moved during her shift. Under "Pulmonary," Respondent did not document that she listened to or auscultated patient D.D.'s posterior pulmonary area. Respondent did not write in breath sounds posteriorly. Respondent failed to chart anything in the "Skin Integrity" section in patient D.D.'s medical record. Respondent did not mark the body chart on the ICU flow sheet and did not complete the Braden Skin Risk Assessment Scale for patient D.D. during her shift. Respondent failed to plan professional nursing interventions to prevent further skin integrity deterioration based on a totaled Braden Skin Risk Assessment Scale Score for patient D.D.
- 22. When Respondent charted in the "Shift Assessment" section under "Cardiovascular" for "Edema" in patient D.D.'s medical records, Respondent left the area blank. This section

included the extremity pulses. Respondent did not address or document there were problems with patient D.D.'s dorsalis pedis, even though patient D.D. had many skin integrity issues on her extremities. Respondent did not document nursing physical assessments after patient D.D. was returned to ICU from surgery. Respondent was negligent due to her failure to complete the nursing and skin assessments in the "Cardiovascular," "Integumentary" and "Musculoskeletal" sections of the ICU flow sheet. Respondent exhibited a lack of direct nursing care, lack of observation and lack of assessments. Respondent's lack of documentation and assessments during her shift did not show assessment or acknowledgement of patient D.D.'s risks and medical issues.

23. Respondent was negligent because she displayed a lack of attention to patient D.D.'s elevated temperature pre and post-operative. Prior to patient D.D. leaving for surgery on June 9, 2003, she had an elevated temperature of 101.5, 101.3, 100.7, 99.7 and 101 degrees Fahrenheit. When patient D.D. returned to ICU after surgery at 8:45 p.m., Respondent recorded only one temperature reading for patient D.D. during her shift of 97.5 degrees Fahrenheit at 9:00 p.m. Respondent failed to interpret information or results from the previous shift concerning the surgery or the elevated temperatures before or after the surgery.

PRAYER

WHEREFORE, Complainant requests that a hearing be held on the matters herein alleged, and that following the hearing, the Board of Registered Nursing issue a decision:

- 1. Revoking or suspending Registered Nurse License Number 601549, issued to Haydee Madrigal;
- 2. Ordering Haydee Madrigal to pay the Board of Registered Nursing the reasonable costs of the investigation and enforcement of this case, pursuant to Business and Professions Code section 125.3; and

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1	3. Taking such other and further action as deemed necessary and proper.
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3	DATED: 14 0 C1 RUTH ANN TERRY, M.P.H., R.N.
. 4	Executive Officer
5	Board of Registered Nursing Department of Consumer Affairs State of California
6.	Complainant
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